

**GOODWILL EDUCATION INITIATIVES, INC.**  
**BOARD OF DIRECTORS MEETING**  
**January 29, 2024**

**MINUTES**

The Board of Directors of Goodwill Education Initiatives, Inc. met at 11:00 a.m. January 29, 2024, at Goodwill's headquarters. Present were:

Gita Baker, present

Kofi Barko, present

Garland Graves, present

Perry Griffith, present

Kent Kramer, present

Jay Oliver, present

Don Palmer, present

Laura Pickett, present

Doris Pryor, present

Josh Shelton, present

**Staff/Other:**

Katie Bustamante

Josh Cooper

Ivan Cropper

Betsy Delgado

Rachel Eble

Corey Emery

Matt Fortney

Lynn Greggs

Miriam Henry

Brandon Marks

Kim Myers

Lakia Osborne

Khalilah Palmer

Kari Podany

Dan Scott

Stephenie Snow

Sarah Thomas

Board Chair Gita Baker presided and called the meeting to order.

On a motion by Laura Pickett, duly seconded, the meeting minutes for the November 6, 2023, Board of Director's meetings were approved as previously distributed. Roll call by individual members' present were all in agreement of approval.

Matt Fortney and Josh Cooper gave the Treasurer's Report for the period ending December 31, 2023.

Matt noted total year-to-date revenue (Non-school only) is:

- Central Office - \$2,815,000, \$313,000 ahead of budget
- National Office - \$850,000, 359,000 ahead of budget
- Grants - \$238,000, \$238,000 ahead of budget

Year-to-date operating income (Loss) (Non-school only) is:

- Central Office - \$530,000, \$530,000 ahead of budget
- National Office - 410,000, \$404,000 ahead of budget
- Grants - (\$41,000), \$41,000 behind budget

The Income Statement (GEI only) - Goodwill funding is ahead of budget due to draws on Foundation funds. Private funding is ahead of now that both expected grants and some additional smaller grants have been awarded. All expense lines are at or below budget (after eliminations). Depreciation is slightly over budget and there will continue to be some late additions in 2022-23 were not included in the projection for the budget.

There was discussion on balance sheet investments - what are the investments made up of and how they are invested.

On a motion by Perry Griffith, duly seconded, the financials through December 31, 2023, Insurance Summary, Conflict of Interest and Corporate Compliance Officer reports were approved unanimously. Roll call by individual members' present were all in agreement of approval.

Kent Kramer reported on the lobbying update, highlighting the following:

- We have added 1,650 Excel Center seats in the last biennium budget, which supports the opening of four new schools and adding seats to additional schools for us and Michiana. That represented an additional \$11,137,500 allocated to The Excel Center. Annually, The Excel Center receives \$44,212,500 a year to run the 20 Indiana based schools.
- We have spent time planning and prioritizing what our 2025 ask will be and given that when 2025 hits it will have been eight years since our last per seat funding has seen an increase. We are developing an ask plan that will hopefully result in another \$1,000 per seat, going from \$6,750 to \$7,750.
- We have sent several tour requests out to key legislators and will be on that circuit from now until the budget session next year.
- We are also following the Bills that could have an impact on our work, including the re-design of the high school diplomas that are awarded.
- Betsy and I serve on the high school committee for the coalition that is iLab Indiana, working to develop a statewide modern youth apprenticeship program to the state. There are several key legislative leaders involved in this work, and our involvement should be helpful as we attempt to advance our own initiatives.

Kent also reported on Governance, highlighting the following:

- It is that time of the year where we ask for board members to open their rolodex and submit names of community minded leaders to consider looking at Goodwill for a board role.
- We are not 100% sure which boards will have openings, as we are just starting the unofficial ask of folks and their interest level. We do know every year we have four to five seats open between all boards.
- The process works this way; 1) lift up a name to me, 2) I will engage the Chair of the Governance Committee, 3) we will invite folks to tours and meet the team, 4) if there is mutual interest we will engage the Chair of the board and engage that person in the Governance process, asking them to meet with the chair and/or a member of the committee. If all are thumbs up, the Governance committee will vote to put on the slate in May and the board will vote to elect at that time.
- If you have a leader that is interested, please let me know. We work with a matrix to see where our needs are and then we do our best to slot them where they fit best.

Ivan Cropper reported on the upcoming NBA All-Star weekend in Indianapolis during Feb 16-18 weekend. He noted that the kick-off to the event would be held at the Puma Den and would include a panel discussion with some NBA sportscasters, an art and music installation, pop culture, sports, and music event. He also mentioned that the event would be filmed and potentially feature in the All-Star game weekend broadcasts.

Sarah Thomas reported for The Excel Center National Office. She highlighted Goodwill of the Greater Chattanooga Area in Phase One and noted the Phase Two Georgia Goodwills had made significant progress and there was optimism about the legislative session.

Khalilah Palmer also reported on The Excel Center National Office noting Goodwills in Phases Four and Five. She commented that Memphis Goodwill had graduated 99 students in December and was on track to graduate 200 students this year. She also noted the expansion plans of various Goodwill entities and the upcoming national conference in May.

There was discussion on being the gold standard for mission impact services and many Goodwills aspire to have The Excel Center. In all, there have been 13,000 graduates across the network.

Gita and Betsy Delgado reported on the 2023 GEI Board Self-Assessment survey, noting the significance of fundraising for the GEI Board members, the Strategic Plan – created with input from board members, the appropriate size of the board and the roles of committees.

Rachel Eble reported for the Foundation, highlighting the following:

- Thank you for giving and 100% participation by this Board in 2023.
- Watch for upcoming events – would love for all members to attend.
- The Unboxed event this year has added a taskforce if any Directors would like to join.
- The Goodwill Young Leaders are completely full at 30 members and any new recruits will be added to the waitlist.
- The Annual Fund reached \$1 million exceeding its 2023 goal of \$900,000.
- In the shift from a calendar year to a fiscal year, aligning with GEI, board members can elect to defer their pledges until July 1.

There was discussion on communication around the change in calendar year to fiscal year.

Lakia Osborne spoke to the Strategic Plan progress and future with emphasis on the Diversity, Equity, and Inclusion (DEI) portion. She acknowledged the Executive Team in embedding DEI into their values and decision-making processes. Lakia highlighted the priorities of education and professional development, data collection, and shift in practices, with a focus on recruiting and retaining diverse employees. She also discussed partnerships with select organizations for training and networking events, and their efforts to mitigate bias and model professional good behaviors. She shared data on staff and student population, noting a significant increase in black, indigenous and people of color (BIPOC) staff and a decrease in white female staff. Lakia discussed the need for continuous training and development, and ongoing efforts to create an inclusive environment for students and employees.

The meeting was adjourned.